

LONGWOOD CENTRAL SCHOOL DISTRICT

EMPLOYEE BENEFITS – MITA MEMBERS

Congratulations on your new position. Upon final confirmation of your hire date by the Board of Education, you will be contacted by the Benefits Department and an appointment will be made to complete your benefits package*. At the appointment, Longwood's benefit offerings will be explained in detail, and any questions you might have will be answered. You will also have the opportunity to complete all applicable forms.

**If you will be attending New Teacher Orientation, the Benefits Department will be presenting the benefits package at that time.*

Longwood Central School District offers the following benefits to full-time employees:

Health Insurance: Longwood CSD participates in the NYSHIP Empire Plan. You may enroll in either an individual or a family plan, which will be effective on the date of your Board of Education appointment, or on Sept 1st if applicable.

Should you choose not to participate in the district's plan, you will have the opportunity to opt out and receive a medical insurance "buyback" in lieu of enrollment.

Dental Insurance: Longwood participates in the JJ Stanis and Co. dental plan "Stanis Net Plus". You may enroll in either an individual or a family plan, which will be effective on the date of your Board of Education appointment, or on Sept 1st if applicable.

Flexible Spending Account (FSA): This is an optional pre-tax benefit, encompassing medical and/or dependent care expense reimbursement.

Tax-sheltered Annuities (TSA): We offer both OMNI 403b and NYS 457 Deferred Compensation annuities; both are optional pre-tax benefits.

AFLAC: Representatives from AFLAC will be available to meet with employees *annually* for enrollment; dates and times will be announced. This is an optional pre-tax benefit.

Group Term Life Insurance: All full-time MITA members are entitled to a policy in the amount of \$25,000 or one year's contractual salary, whichever is *greater*.

Long-term Disability Insurance: All full-time MITA members are covered under a group long-term disability (LTD) policy.